CRT Industry At-A-Glance

- 4,092 ATPs Nationwide
- Suppliers & Clinicians
- Active & Not-Active
- Government Mandated Role
- Demand increase 4.8% per year (1999 – 2005)

Jett, Spicer & Flaubert, 2017; Valentine, 2017; LaPlante & Kays, 2010
ATP Impact on Clients

- Provide mobility
- Access to independence
- Access to community and social engagements
- Access to environment
- Impact client’s self-identity
- Effect treatment trajectory

Bingham & Beatty, 2003; Dicianno et al., 2016; Dicianno, Cooper & Coheleno, 2016; European Physical & Rehabilitation Medicine Bodies Alliance, 2016; Ripat, Verdonck, & Carter, 2018

Questions

- What is the age of the ATPs?
- What are the demographics of ATPs?
- Is there a sufficient workforce to meet the future needs?
- What are the opinions of ATPs regarding the future of the profession, education needed for the role and the need for state licensure?
- How do younger ATPs compare to older ATPs in these areas?

Exploratory Study Development

- Partner with NCART
- Develop 18-Question Survey
  - 14 Demographic
  - 4 Opinion
- Set Up Filter Question
- Internal Review Board
- Qualtrics Web Based Survey
What We Asked About

- Zip Code
- Age
- Gender
- Ethnicity
- Disability
- Financial Compensation Structure
- Work Hours
- Years Experience*
- Type of Company

- Category of Company*
- Certifications
  - When ATP Certified
  - Other
- Education Background
- Opinions:
  - Recommend profession
  - Comments*
  - Education think necessary
  - If should have state licensure

Exploratory Study Methods

- Distribution
  - Press Release
  - Mailing Lists (email)
  - CRT Industry Websites
- March 6, 2018 – April 15, 2018
- Email 10 Winners of RSTCE Access Code Information

Time To Complete Survey

- Mean – 6.8
- Mode – 3
- Median – 4
- SD – 10.72
- Min – 1
- Max – 139
- 88.7% ± 10

8/15/18
Who We Reached

- 254 Respondents
- % CRT Industry Representation
  - 88.8% Suppliers
  - 11.5% Manufacturer
  - 2.0% Independent Rep

Age

- Q1/Q2 – 42.95
- Q2/Q3 – 51.93
- Q3/Q4 – 59.35
- 17.5% < National Average
- 4.8% > Retirement Age

Retirement

- 8.7% – 2018
- 14.7% – 2023
- 19.8% – 2028
- 16.3% – 2033
- 3.4% per year
It's a Good Gig

- People don't seem to retire!
- 79.5% ATPs recommend it!
- Reasonable work hours!

<table>
<thead>
<tr>
<th>Hours per week</th>
<th>Total</th>
<th>≤ 50</th>
<th>≥ 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 40</td>
<td>5.2%</td>
<td>6.8%</td>
<td>4.0%</td>
</tr>
<tr>
<td>40-50</td>
<td>56.4%</td>
<td>58.6%</td>
<td>53.2%</td>
</tr>
<tr>
<td>51-60</td>
<td>26.0%</td>
<td>21.3%</td>
<td>31.0%</td>
</tr>
<tr>
<td>More than 60</td>
<td>12.4%</td>
<td>12.3%</td>
<td>11.9%</td>
</tr>
</tbody>
</table>

Gender

- 79.1% for younger group
- 79.7% for older group
- 20.9% for younger group
- 20.3% for older group

Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Total</th>
<th>≤ 50</th>
<th>≥ 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian</td>
<td>92.9%</td>
<td>90.3%</td>
<td>94.5%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>3.6%</td>
<td>4.0%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Black/African-American</td>
<td>0.8%</td>
<td>0.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Native American/Alaska Native</td>
<td>0.8%</td>
<td>1.6%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.4%</td>
<td>0.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Arab/Middle Eastern</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other</td>
<td>2.0%</td>
<td>2.4%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>
**Disability**

- Total: 3.2%
- Younger: 0.8%
- Older: 5.5%

\[ \chi^2 = 4.45, \ p = .035 \]

**Veterans**

- Total: 13.8%
- Younger: 6.5%
- Older: 20.3%

\[ \chi^2 = 10.37, \ p < .001 \]

**Financial Compensation Structure**

- Total:
  - Salary: 34.3%
  - Commission: 5.6%
  - Both: 60.1%

Mann Whitney U Test

0.035
Certifications – ATP

Peak Testing:
- 1996 – Start of Cert
- '06 to '09 – Medicare
- Testing since 2007:
  - 3.4 people per year
  - 1.3% of respondents

Certifications – Other

- OT/PT*
- Educator
- Rec Therapy
- Nurse
- Engineer
- O&P
- Other*

Certifications – CRTS

Total:
- Yes – 53.0%
- No – 47.0%

χ² = 6.262, p = .012
Education – Experience

<table>
<thead>
<tr>
<th>Background</th>
<th>Total</th>
<th>≤ 52</th>
<th>≥ 53</th>
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</thead>
<tbody>
<tr>
<td>High School</td>
<td>11.4%</td>
<td>8.1%</td>
<td>14.8%</td>
</tr>
<tr>
<td>Some College</td>
<td>29.5%</td>
<td>29.0%</td>
<td>28.9%</td>
</tr>
<tr>
<td>Associates</td>
<td>15.4%</td>
<td>12.1%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>34.6%</td>
<td>38.7%</td>
<td>31.3%</td>
</tr>
<tr>
<td>Masters</td>
<td>8.7%</td>
<td>12.1%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>0.4%</td>
<td>0%</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

Education – Opinion

High School = 0; Associates = 1; Bachelor’s = 2; Masters = 3
Study Limitations

- Convenience Sample
  - Likely high number of NCART members
- Email dissemination
- Incentive may have encouraged those interested in more education
- Internet savvy requirement
- Filter question may not have stopped all clinicians
- Age group breakdown didn’t allow for equal-sized groups

New Questions

- Why have white men dominated this industry?
- How does satisfaction in this industry compare to other fields?
- What is the trend of Clinicians and Suppliers in ATP testing?
- How many registered ATPs are active in the industry?
- Who is taking responsibility to recruit ATPs into profession?
  - Government
  - CRT Industry
  - Educational Institutions
  - Organizations

More Questions

- What is the average age at entry into ATP field
- What does the future look like for ATP requirements and certification?
- What else can we learn from the data from this study?
Take-Aways

- ATP profession is a good job
- More ATPs are needed for Supply
- Pear Year: 4.5% Demand; 3.4% Retiring; 1.8% Incoming
- Need for diversity
  - Target young professionals
  - Engage with minority groups and veterans
- Desire for more educational preparation for field
  - Opportunities for degrees that focus on preparing ATPs for Supply
  - Grants/Scholarships to encourage education training to grow field
- State licensure (63.3% in favor)
- Tracking trends for profession are needed
  - Separate Clinical and Supply ATPs
  - Testing, Active, Not-Active, Retired Status
- Opportunities for additional studies on ATPs

References

- Valentine, D. (2017). Fall 2017, (the 34
- Ripat
- LaPlante, Jette et al., 2017; 108publ446/pdf/PLAW
- Individuals with Disabilities Education Improvement Act of 2004 (IDEA), Pub. L. 108

Thanks!

- David Brienza
- Don Clayback
- Cecelia Lee-Hauser
- Greg Packer
- Igede Pramana
- Charlie Raphael
- Joseph Ruffing
- Mark Schmeler
- Richard Schein
- Vince Schiappa
Q&A:

• What was the importance of separating clinicians from suppliers in this study?

• What pros and cons do you see about offering an associates-level requirement for ATPs?

• Based on your knowledge of the field, what recommendations would you have for companies to transition to bringing younger employees into this profession?